

# STATE OF UTAH



# CAREER SERVICE REVIEW OFFICE

**2015 FISCAL YEAR  
ANNUAL REPORT**

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## STEPS AT WHICH GRIEVANCES RESOLVED

During fiscal year 2015, the Career Service Review Office (CSRO) opened 78 files. By statute, grievances become eligible for advancement to the CSRO between Steps 3-4. The CSRO processed 62 grievances, scheduled 17 hearings, and conducted 5 evidentiary hearings in FY 15.<sup>1</sup>

The remainder of this report reflects only the grievances actually filed with the CSRO that were resolved in FY15. Some employee grievances are resolved before Step 3 and not reported to the CSRO. Some employee grievances are pending and will be reflected in a future report.

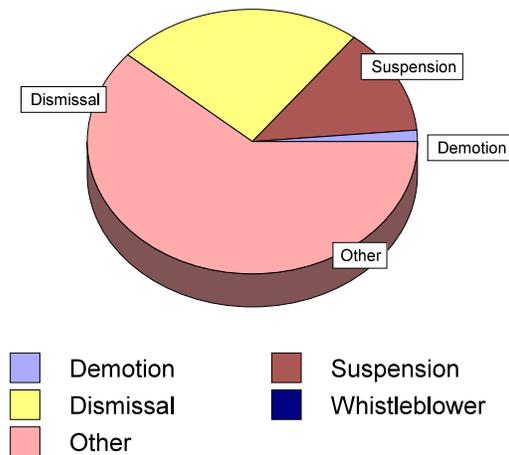
Under the CSRO rules there are only three *disciplinary* actions designated by statute: demotion, dismissal, and suspension (*Utah Code*, Section 67-19a-302(1)). No other issues qualify as *disciplinary* actions.

ISSUE GRIEVED	OCCURRENCES
Demotion	1
Suspension	8
Dismissal	15
*Whistleblower	0
**Other	38
<b>TOTAL</b>	<b>62</b>

*\* Although the number reflects 0 for whistleblower claims, the CSRO reviewed 17 files to determine whether the whistleblower claim was valid. None resulted in an actual whistleblower matter.*

*\*\*Other includes, but is not limited to: written reprimand, harassment, written warning, working conditions, schedule, performance, interview process, career mobility.*

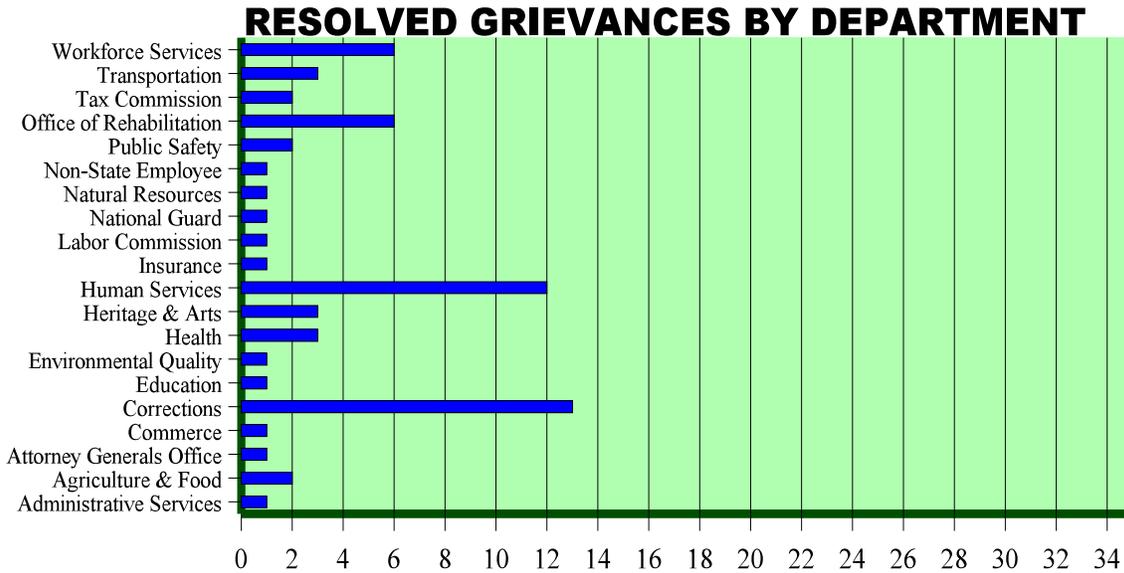
Distribution of Resolved Grievances



<sup>1</sup>Cases are not considered “resolved” within FY 2015 if the time for the parties to file an appeal with the Court of Appeals has not expired by the end of the fiscal year. Those cases will be considered resolved in FY 2015.

## **GRIEVANCES RESOLVED BY DEPARTMENT**

<b>AGENCY</b>	<b>TOTAL GRIEVANCES</b>
Administrative Services	1
Agriculture & Food	2
Attorney Generals Office	1
Commerce	1
Corrections	13
Education	1
Environmental Quality	1
Health	3
Heritage & Arts	3
Human Services	12
Insurance	1
Labor Commission	1
National Guard	1
Natural Resources	1
Non-State Employee	1
Public Safety	2
Office of Rehabilitation	6
Tax Commission	2
Transportation	3
Workforce Services	6
<b>TOTAL</b>	<b>62</b>



## JUDICIAL REVIEW BY THE COURTS CASES DECIDED DURING FY 2015

**COURT OF APPEALS:**  
NONE

## JUDICIAL REVIEW BY THE COURTS CASES PENDING DURING FY 2015

**COURT OF APPEALS:**  
*S.B. v. DOC and CSRO; 20150170-CA*

The Career Service Review Office upheld S.B.’s dismissal by the Utah State Department of Corrections. That determination was appealed and is pending before the Utah Court of Appeals.

# STATISTICAL SUMMARY OF ACTIVITIES FOR FY 2015

*The CSRO opens files for all grievances actually filed with the CSRO. Some employee grievances are not reported to the CSRO.*

Total files opened at the CSRO. . . . .	78
Grievance cases resolved in the CSRO forum. . . . .	62
Evidentiary Hearings held. . . . .	5
Cases resolved, mediated or otherwise settled. . . . .	57
Prehearing status conference summaries/orders issued. . . . .	20
Jurisdictional Decisions issued. . . . .	4
**Whistleblower Claims reviewed. . . . .	23

**\*\* These grievances were filed as whistleblower claims but none resulted in a hearing.**

## ANNUAL COMPARISON OF RESOLVED GRIEVANCES FOR PAST TEN YEARS

